



Equality Statement and Objectives Equalities Statement

At Thornton Primary School we are committed to:

- Promoting equality of opportunity.
- Eliminating discrimination and harassment.
- Valuing diversity and promoting positive relationships.
- Providing an inclusive education which enables all pupils to develop their full potential.

Meeting the requirements of the Equality Act 2010

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination legislation with a single Act. The Equality Duty is set out in section 149 of the Act. It replaces the three previous public sector equality duties – for race, disability and gender – and covers the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We ensure that we have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share a characteristic and those who don't.



- Foster good relations between people who share a characteristic and those who don't.

The Governing Body will ensure, that in the cycle of policy reviews, that policies and practices are scrutinised to identify the effects they have on individuals or groups of people in relation to equality.

Aims of the School. At Thornton Primary School we aim to:

- Inspire an enthusiasm for learning.
- Make a difference to the lives of all learners.
- Build lasting memories.

Values and Beliefs

We are an inclusive school where pupils, parents, staff, governors, the local authority and local services work in partnership to meet the needs of the community. We celebrate the positive contribution made by different social, ethnic and linguistic groups.

We believe that members of our community should:

- Have an entitlement to a quality education within a safe, attractive, clean and orderly learning environment.
- Have access to a broad, balanced and challenging curriculum.
- Enjoy learning, achieve high standards and reach their potential.
- Be taught and supported by highly skilled and motivated staff.
- Be valued, respected and treated fairly.
- Show respect towards others.
- Receive praise and encouragement and grow in confidence.
- Be responsible for their own learning and behaviour.
- Understand the need for good personal relationships and healthy living.
- Have access to a full range of extended schools services including childcare, health and social care, lifelong learning, family learning, study support and an out of hours programme of sports and arts activities.
- Be enabled to make a positive contribution to the community and the wider world.

Staff and governors demonstrate our values and commitment to equality by:



THORNTON PRIMARY SCHOOL

Love • Respect • Ambition



- Ensuring acceptable behaviour.
- Responding to incidents and complaints in a proactive way.
- Providing access to services, facilities and information.
- Recruiting and employing people fairly.
- Meeting specific needs.
- Promoting pupils' spiritual, moral, social and cultural development through appropriate curricular opportunities, with particular emphasis on promoting equality and diversity.

All staff engage in regular CPD about developing their knowledge of equality and diversity.

Signed: David Ashcroft, Headteacher

Date: September 2025

Review Date: September 2026

Agreed by the Standards and Effectiveness Committee on 03/02/2026